
Virginia's Licensed Practical Nurse Workforce: 2013

Healthcare Workforce Data Center

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More than 10,000 Licensed Practical Nurses voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Nursing express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Licensed Practical Nurse Workforce: At a Glance:

The Workforce

| | |
|-----------------------|--------|
| Licensees: | 30,752 |
| Virginia's Workforce: | 28,391 |
| FTEs: | 26,573 |

Background

| | |
|---------------------|-----|
| Rural Childhood: | 50% |
| HS Degree in VA: | 70% |
| Prof. Degree in VA: | 84% |

Current Employment

| | |
|-----------------------|-----|
| Employed in Prof.: | 89% |
| Hold 1 Full-time Job: | 70% |
| Satisfied?: | 93% |

Survey Response Rate

| | |
|-------------------------|-----|
| All Licensees: | 33% |
| Renewing Practitioners: | 74% |

Education

| | |
|------------|-----|
| LPN/LVN: | 97% |
| Associate: | 2% |

Job Turnover

| | |
|----------------------|-----|
| New Location: | 22% |
| Employed over 2 yrs: | 54% |

Demographics

| | |
|------------------|-----|
| Female: | 95% |
| Diversity Index: | 51% |
| Median Age: | 46 |

Finances

| | |
|----------------------|-------------|
| Median Income: | \$30k-\$40k |
| Health Benefits: | 63% |
| Under 40 w/ Ed debt: | 58% |

Time Allocation

| | |
|--------------------|----------|
| Patient Care: | 90%-100% |
| Patient Care Role: | 79% |
| Admin. Role: | 4% |

Source: Va. Healthcare Workforce Data Center

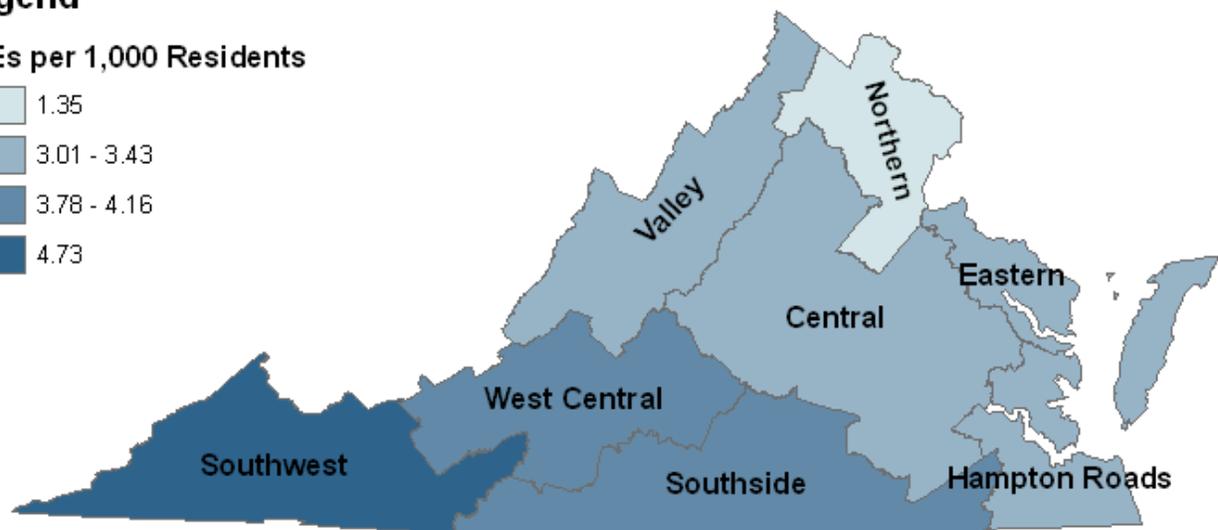
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

| | |
|---|-------------|
|  | 1.35 |
|  | 3.01 - 3.43 |
|  | 3.78 - 4.16 |
|  | 4.73 |



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



Source: Va. Healthcare Workforce Data Center

More than 10,000 Licensed Practical Nurses (LPNs) voluntarily took part in the 2013 Nursing Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, only approximately half of all LPNs have access to the survey in any given year. As such, these survey respondents represent just 33% of the 30,752 LPNs who are licensed in the state. However, 74% of practitioners who renewed during the survey period, which ran from October 2012 to September 2013, responded to the survey.

The HWDC estimates that 28,391 LPNs participated in Virginia's workforce in 2013, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as a LPN at some point in the future. Virginia's LPN workforce provided 26,573 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

95% of LPNs are female, and the median age of all LPNs is 46. In a random encounter between two LPNs, the probability that they would be of different races or ethnicities is 51%, a measure that is known as the diversity index. For the Virginia population as a whole, this same probability is 54%. In addition, for LPNs who are under the age of 40, the diversity index increases to 57%.

Half of all LPNs grew up in a rural area, and 30% of these professionals currently work in non-Metro areas of the state. Meanwhile, 70% of Virginia's LPNs graduated from high school in Virginia, while 84% received their initial professional degree in the state. In total, 86% of Virginia's LPN workforce has some educational background in the state.

97% of LPNs hold a LPN/LVN diploma or certificate as their highest professional degree, while most of the remaining LPNs hold associate degrees. 58% of LPNs who are under the age of 40 currently carry educational debt. The median debt burden for those with educational debt is between \$10,000 and \$20,000.

Nearly 90% of LPNs were employed in the profession at the time of the survey. 70% held one full-time position, while 10% held one part-time position. Only 1% of LPNs were involuntarily unemployed, while 4% were voluntarily unemployed. Meanwhile, more than half of all LPNs have been at their primary work location for at least two years.

The median annual income for LPNs is between \$30,000 and \$40,000, while one-quarter earn more than \$50,000 per year. In addition to monetary compensation, nearly 90% of Virginia's LPNs receive at least one employer-sponsored benefit, including 63% who receive employer-sponsored health insurance. 93% of LPNs indicated they were satisfied with their current employment situation, including 59% who indicated they were "very satisfied".

One-quarter of LPNs worked in Hampton Roads, while another 21% worked in Central Virginia. 20% of LPNs worked at two or more locations in the past year. More than half of LPNs worked at for-profit establishments, while one-quarter worked for a non-profit institution. One-quarter of LPNs worked in a long-term care facility/nursing home at their primary work location, while 20% worked in a physician's office.

LPNs focused essentially all of their efforts on patient care activities. Nearly 80% of LPNs served a patient care role, meaning that at least 60% of their time was spent in patient care activities. In addition, LPNs mainly treated adults and the elderly at their primary work location. Each accounted for between 30% and 40% of the typical LPN's patient workload.

More than one-quarter of LPNs expect to retire by the age of 65. 17% of the workforce expects to retire in the next decade, while half the current workforce expects to retire by 2043. Over the next two years, only 4% of the LPN workforce plans on leaving either the state or the profession. Meanwhile, 35% of LPNs expect to pursue additional educational opportunities, while 8% plan on increasing patient care activities.

A Closer Look:

| Licensees | | |
|-------------------------------|--------|------|
| License Status | # | % |
| Renewing Practitioners | 9,498 | 31% |
| New Licensees | 1,375 | 4% |
| Non-Renewals | 4,397 | 14% |
| Not Given Survey | 15,482 | 50% |
| All Licensees | 30,752 | 100% |

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. Nearly three-quarters of renewing LPNs submitted a survey. These represent one-third of LPNs who held a license at some point in the past year.

| Response Rates | | | |
|-------------------------------|-----------------|------------|---------------|
| Statistic | Non Respondents | Respondent | Response Rate |
| By Age | | | |
| Under 30 | 2,918 | 1,158 | 28% |
| 30 to 34 | 2,127 | 1,293 | 38% |
| 35 to 39 | 2,392 | 1,083 | 31% |
| 40 to 44 | 2,238 | 1,447 | 39% |
| 45 to 49 | 2,465 | 1,082 | 31% |
| 50 to 54 | 2,213 | 1,357 | 38% |
| 55 to 59 | 2,457 | 1,112 | 31% |
| 60 and Over | 3,858 | 1,552 | 29% |
| Total | 20,668 | 10,084 | 33% |
| New Licenses | | | |
| Issued Since Oct. 2012 | 1,375 | 0 | 0% |
| Metro Status | | | |
| Non-Metro | 4,488 | 2,349 | 34% |
| Metro | 15,181 | 7,380 | 33% |
| Not in Virginia | 999 | 355 | 26% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPNs

| | |
|--------------|--------|
| Number: | 30,752 |
| New: | 4% |
| Not Renewed: | 14% |

Response Rates

| | |
|-------------------------|-----|
| All Licensees: | 33% |
| Renewing Practitioners: | 74% |

Source: Va. Healthcare Workforce Data Center

| Response Rates | |
|-------------------------------------|--------|
| Completed Surveys | 10,084 |
| Response Rate, all licensees | 33% |
| Response Rate, Renewals | 74% |

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between Oct. 2012 and Sept. 2013 on the birth month of each renewing practitioner.
- 2. Target Population:** All LPNs who held a Virginia license at some point during the survey period.
- 3. Survey Population:** The survey was available to LPNs who renewed their licenses online. It was not available to those who did not renew, including LPNs newly licensed during the survey period.

At a Glance:

Workforce

LPN Workforce: 28,391
 FTEs: 26,573

Utilization Ratios

Licensees in VA Workforce: 92%
 Licensees per FTE: 1.16
 Workers per FTE: 1.07

Source: Va. Healthcare Workforce Data Center

| Virginia's LPN Workforce | | |
|---------------------------------|--------|------|
| Status | # | % |
| Worked in Virginia in Past Year | 27,145 | 96% |
| Looking for Work in Virginia | 1,246 | 4% |
| Virginia's Workforce | 28,391 | 100% |
| Total FTEs | 26,573 | |
| Licensees | 30,752 | |

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2012 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Age & Gender | | | | | | |
|--------------|--------------|-----------|---------------|------------|---------------|----------------|
| Age | Male | | Female | | Total | |
| | # | % Male | # | % Female | # | % in Age Group |
| Under 30 | 158 | 4% | 3,658 | 96% | 3,816 | 14% |
| 30 to 34 | 148 | 5% | 3,013 | 95% | 3,161 | 11% |
| 35 to 39 | 152 | 5% | 3,074 | 95% | 3,225 | 12% |
| 40 to 44 | 185 | 5% | 3,215 | 95% | 3,400 | 12% |
| 45 to 49 | 182 | 6% | 3,070 | 94% | 3,252 | 12% |
| 50 to 54 | 199 | 6% | 3,094 | 94% | 3,294 | 12% |
| 55 to 59 | 173 | 5% | 3,029 | 95% | 3,202 | 11% |
| 60 + | 211 | 5% | 4,310 | 95% | 4,521 | 16% |
| Total | 1,409 | 5% | 26,463 | 95% | 27,872 | 100% |

Source: Va. Healthcare Workforce Data Center

| Race & Ethnicity | | | | | |
|--------------------|-------------|---------------|-------------|---------------|-------------|
| Race/ Ethnicity | Virginia* | LPNs | | LPNs under 40 | |
| | % | # | % | # | % |
| White | 64% | 17,845 | 63% | 5,834 | 57% |
| Black | 19% | 8,257 | 29% | 3,333 | 32% |
| Asian | 6% | 463 | 2% | 262 | 3% |
| Other Race | 0% | 302 | 1% | 122 | 1% |
| Two or more races | 2% | 542 | 2% | 273 | 3% |
| Hispanic | 8% | 723 | 3% | 450 | 4% |
| Total | 100% | 28,132 | 100% | 10,274 | 100% |

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

Nearly all LPNs are female. The median age of all LPNs is 46, and more than one-third of LPNs are under the age of 40.

At a Glance:

Gender

% Female: 95%
% Under 40 Female: 96%

Age

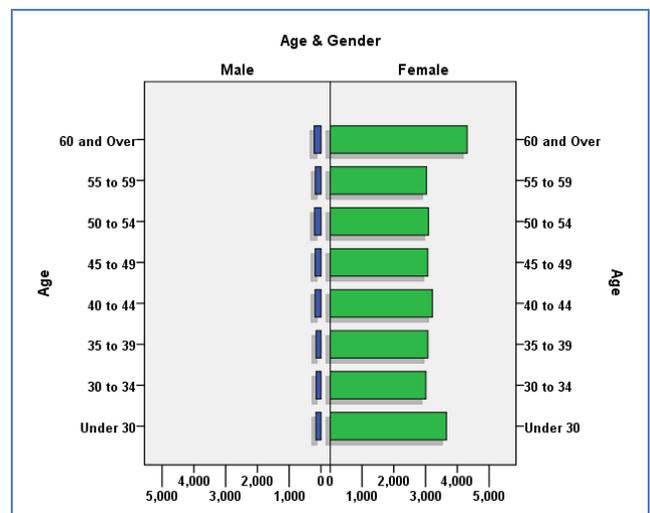
Median Age: 46
% Under 40: 37%
% 55+: 28%

Diversity

Diversity Index: 51%
Under 40 Div. Index: 57%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPNs, there is one-in-two chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population. The diversity index for those LPNs who are under the age of 40 is even higher at 57%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 20%
Rural Childhood: 50%

Virginia Background

HS in Virginia: 70%
Prof. in VA: 84%
HS or Prof. in VA: 86%

Location Choice

% Rural to Non-Metro: 30%
% Urban/Suburban to Non-Metro: 8%

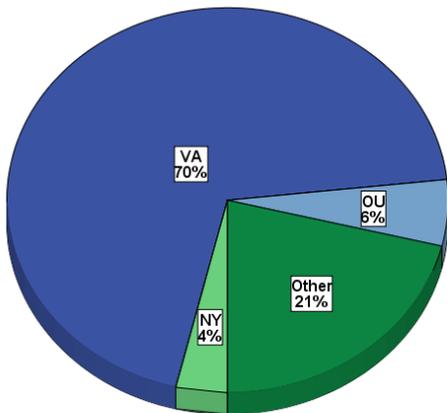
Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Primary Location: USDA Rural Urban Continuum | | Rural Status of Childhood Location | | |
|---|------------------------------------|---------------------------------------|------------|------------|
| Code | Description | Rural | Suburban | Urban |
| Metro Counties | | | | |
| 1 | Metro, 1 million+ | 34% | 39% | 27% |
| 2 | Metro, 250,000 to 1 million | 65% | 23% | 12% |
| 3 | Metro, 250,000 or less | 70% | 20% | 11% |
| Non-Metro Counties | | | | |
| 4 | Urban pop, 20,000+, Metro adj | 62% | 24% | 14% |
| 6 | Urban pop, 2,500-19,999, Metro adj | 79% | 14% | 7% |
| 7 | Urban pop, 2,500-19,999, nonadj | 88% | 6% | 6% |
| 8 | Rural, Metro adj | 80% | 12% | 8% |
| 9 | Rural, nonadj | 78% | 10% | 12% |
| Overall | | 50% | 30% | 20% |

Source: Va. Healthcare Workforce Data Center

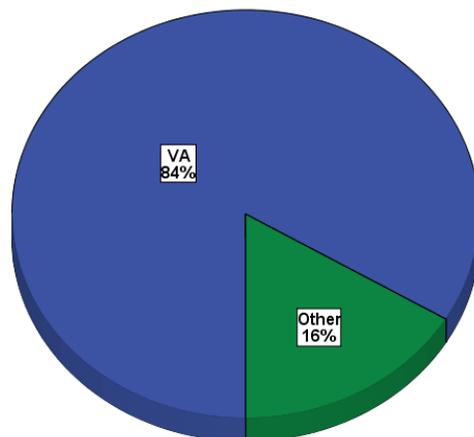
High School Location



Source: Va. Healthcare Workforce Data Center

Half of all LPNs grew up in self-described rural areas, but only 19% currently work in Non-Metro counties. 30% of LPNs who grew up in rural areas work in Non-Metro counties.

Location, Initial Professional Degree



Source: Va. Healthcare Workforce Data Center

86% of Virginia's LPNs have a background in the state, including more than two-thirds who received both their high school and initial professional degrees in Virginia.

Top Ten States for Licensed Practical Nurse Recruitment

| Rank | All LPNs | | | |
|------|------------------------|--------|-------------------|--------|
| | High School | # | Init. Prof Degree | # |
| 1 | Virginia | 19,443 | Virginia | 23,378 |
| 2 | Outside of U.S./Canada | 1,553 | New York | 577 |
| 3 | New York | 1,053 | West Virginia | 415 |
| 4 | Pennsylvania | 652 | Pennsylvania | 413 |
| 5 | West Virginia | 573 | Florida | 272 |
| 6 | New Jersey | 430 | New Jersey | 270 |
| 7 | North Carolina | 406 | Texas | 256 |
| 8 | Maryland | 354 | Washington, D.C. | 232 |
| 9 | Florida | 321 | California | 194 |
| 10 | Ohio | 278 | North Carolina | 182 |

Source: Va. Healthcare Workforce Data Center

The vast majority of LPNs received their high school degree and initial professional degree in Virginia. Outside of Virginia, many LPNs went to high school or obtained their initial professional degree in New York, Pennsylvania or West Virginia. In addition, many LPNs went to high school in a foreign country.

Two-thirds of LPNs who have been licensed in the past five years received their high school education in Virginia, and 86% received their initial professional degree in the state. Outside of Virginia, New York, Pennsylvania and New Jersey were among the largest contributors to the state's LPN workforce.

| Rank | Licensed in the Past 5 Years | | | |
|------|------------------------------|-------|-------------------|-------|
| | High School | # | Init. Prof Degree | # |
| 1 | Virginia | 5,398 | Virginia | 7,013 |
| 2 | Outside of U.S./Canada | 684 | New York | 134 |
| 3 | New York | 299 | West Virginia | 104 |
| 4 | Pennsylvania | 159 | Florida | 90 |
| 5 | New Jersey | 131 | Texas | 74 |
| 6 | West Virginia | 130 | Pennsylvania | 63 |
| 7 | North Carolina | 110 | New Jersey | 62 |
| 8 | California | 109 | Washington, D.C. | 57 |
| 9 | Maryland | 99 | California | 55 |
| 10 | Florida | 94 | Georgia | 50 |

Source: Va. Healthcare Workforce Data Center

Nearly one in ten of Virginia's licensees did not participate in Virginia's LPN workforce during the previous 12 months. Of this group, nearly 70% worked at some point in the past year, including 61% who worked in a nursing-related capacity. Nearly 10% of these worked for the federal government, including 5% who worked for the military.

At a Glance:

Not in VA Workforce

| | |
|---------------------|-------|
| Total: | 2,362 |
| % of Licensees: | 8% |
| Federal/Military: | 9% |
| Va Border State/DC: | 22% |

A Closer Look:

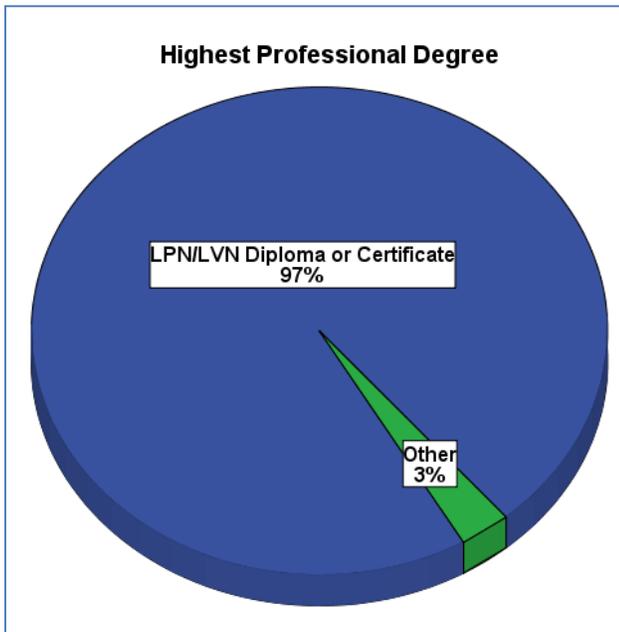
| Highest Degree | | |
|------------------------|--------|-----|
| Degree | # | % |
| LPN/LVN Diploma | 26,914 | 97% |
| Hospital RN Diploma | 33 | 0% |
| Associate Nursing Deg. | 692 | 2% |
| Baccalaureate Degree | 71 | 0% |
| Total | | |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 LPN/LVN Dipl. or Cert.: 97%
 Associate Nursing Deg.: 2%

Educational Debt
 Carry debt: 37%
 Under age 40 w/ debt: 58%
 Median debt: \$10k-\$20k



Source: Va. Healthcare Workforce Data Center

Nearly all LPNs have a LPN/LVN diploma or certificate as their highest professional education. More than one-third of all LPNs carry education debt, including 58% of those under the age of 40. The median debt burden for these LPNs is between \$10,000 and \$20,000.

| Amount Carried | All LPNs | | LPNs under 40 | |
|---------------------|---------------|-------------|---------------|-------------|
| | # | % | # | % |
| None | 13,812 | 63% | 3,587 | 42% |
| \$10,000 or less | 2,509 | 11% | 1,310 | 15% |
| \$10,001-\$19,999 | 2,181 | 10% | 1,362 | 16% |
| \$20,000-\$29,999 | 1,562 | 7% | 1,048 | 12% |
| \$30,000-\$39,999 | 890 | 4% | 553 | 6% |
| \$40,000-\$49,999 | 457 | 2% | 304 | 4% |
| \$50,000-\$59,999 | 304 | 1% | 200 | 2% |
| \$60,000-\$69,999 | 194 | 1% | 102 | 1% |
| \$70,000-\$79,999 | 68 | 0% | 42 | 0% |
| \$80,000-\$89,999 | 43 | 0% | 20 | 0% |
| \$90,000-\$99,999 | 17 | 0% | 6 | 0% |
| \$100,000-\$109,999 | 15 | 0% | 6 | 0% |
| \$110,000-\$119,999 | 0 | 0% | 0 | 0% |
| \$120,000 or more | 16 | 0% | 0 | 0% |
| Total | 22,068 | 100% | 8,540 | 100% |

At a Glance:

Primary Specialty

General Nursing/None: 31%
 Geriatrics/Gerontology: 22%
 Pediatrics: 8%

Secondary Specialty

Geriatrics/Gerontology: 23%
 Medical/Surgical: 9%
 Pediatrics: 8%

Licenses

Licensed Practical Nurse: 93%
 Licensed Nurse Practitioner: 1%

Source: Va. Healthcare Workforce Data Center

More than one in five LPNs had a primary specialty in geriatrics/gerontology, while another 8% had a primary specialty in pediatrics. Meanwhile, nearly one-quarter of LPNs had a secondary specialty in geriatrics/gerontology, while 9% had a medical/surgical specialty.

| Specialty | Specialties | | | |
|---------------------------|---------------|-------------|---------------|-------------|
| | Primary | | Secondary | |
| | # | % | # | % |
| General Nursing/None | 8,340 | 31% | 0 | 0% |
| Geriatrics/Gerontology | 5,958 | 22% | 3,006 | 23% |
| Pediatrics | 2,057 | 8% | 1,071 | 8% |
| Medical/Surgical | 1,701 | 6% | 1,238 | 9% |
| Family Health | 1,260 | 5% | 656 | 5% |
| Psychiatric Mental Health | 862 | 3% | 633 | 5% |
| Maternal/Womens Health | 652 | 2% | 334 | 3% |
| Rehabilitation | 638 | 2% | 838 | 6% |
| Adult Health | 589 | 2% | 707 | 5% |
| Acute/Critical Care | 558 | 2% | 554 | 4% |
| Community/Public Health | 349 | 1% | 357 | 3% |
| Admin./Management | 291 | 1% | 689 | 5% |
| Renal Health/Dialysis | 284 | 1% | 156 | 1% |
| Oncology | 204 | 1% | 151 | 1% |
| Student Health | 165 | 1% | 115 | 1% |
| Case Management | 134 | 0% | 173 | 1% |
| Occupational Health | 134 | 0% | 120 | 1% |
| Palliative Care | 124 | 0% | 308 | 2% |
| Trauma | 115 | 0% | 189 | 1% |
| Substance Abuse | 80 | 0% | 166 | 1% |
| Quality Improvement | 64 | 0% | 49 | 0% |
| Anesthesia | 43 | 0% | 12 | 0% |
| Neonatal Care | 35 | 0% | 82 | 1% |
| Informatics | 20 | 0% | 45 | 0% |
| Policy/Regulation | 13 | 0% | 27 | 0% |
| Nurse Midwifery | 4 | 0% | 3 | 0% |
| Other Specialty Area | 2,459 | 9% | 1,531 | 12% |
| Total | 27,133 | 100% | 13,212 | 100% |

| Licenses | | |
|-----------------------------|---------------|------------|
| Level | # | % |
| Licensed Practical Nurse | 26,373 | 93% |
| Licensed Nurse Practitioner | 324 | 1% |
| Registered Nurse | 172 | 1% |
| All Other Licenses | 133 | 0% |
| At Least One License | 26,724 | 94% |

Source: Va. Healthcare Workforce Data Center

Very few LPNs held a license in addition to the one that allows them to practice as an LPN. However, 1% of LPNs were also licensed nurse practitioners, and 1% held a registered nursing license.

A Closer Look:

| Income | | |
|----------------------------|---------------|-------------|
| Hourly Wage | # | % |
| Volunteer Work Only | 294 | 2% |
| Less than \$20,000 | 1,682 | 8% |
| \$20,000-\$29,999 | 3,384 | 17% |
| \$30,000-\$39,999 | 7,119 | 36% |
| \$40,000-\$49,999 | 4,663 | 23% |
| \$50,000-\$59,999 | 1,882 | 9% |
| \$60,000-\$69,999 | 589 | 3% |
| \$70,000-\$79,999 | 219 | 1% |
| \$80,000 or more | 167 | 1% |
| Total | 19,999 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
 Median Income: \$30k-\$40k
 Middle 50%: \$20k-\$50k

Benefits
 Employer Health Ins.: 63%
 Employer Retirement: 51%

Satisfaction
 Satisfied: 93%
 Very Satisfied: 59%

| Employer-Sponsored Benefits | | |
|-------------------------------------|---------------|------------|
| Benefit | # | % |
| Paid Vacation | 15,989 | 79% |
| Paid Leave | 13,807 | 68% |
| Health Insurance | 12,857 | 63% |
| Dental Insurance | 11,944 | 59% |
| Retirement | 10,280 | 51% |
| Group Life Insurance | 7,798 | 38% |
| Paid Disability Leave | 6,135 | 30% |
| Stock Options | 1,990 | 10% |
| Signing/Retention Bonus | 578 | 3% |
| Receive at least one benefit | 17,767 | 88% |

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median income for LPNs is between \$30,000 and \$40,000 per year, while one-quarter of LPNs earn more than \$50,000 per year. In addition, nearly 90% of LPNs receive at least one employer-sponsored benefit at their place of work.

More than nine in ten LPNs are satisfied with their job, including nearly 60% who are very satisfied with their current work circumstances.

| Job Satisfaction | | |
|------------------------------|---------------|-------------|
| Level | # | % |
| Very Satisfied | 11,407 | 59% |
| Somewhat Satisfied | 6,650 | 34% |
| Somewhat Dissatisfied | 933 | 5% |
| Very Dissatisfied | 334 | 2% |
| Total | 19,325 | 100% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Location Tenure | | | | |
|---|---------------|-------------|--------------|-------------|
| Tenure | Primary | | Secondary | |
| | # | % | # | % |
| Not Currently Working at this Location | 2,185 | 9% | 1,319 | 27% |
| Less than 6 Months | 1,498 | 7% | 749 | 15% |
| 6 Months to 1 Year | 2,282 | 10% | 547 | 11% |
| 1 to 2 Years | 4,637 | 20% | 700 | 14% |
| 3 to 5 Years | 4,729 | 21% | 708 | 14% |
| 6 to 10 Years | 3,704 | 16% | 463 | 9% |
| More than 10 Years | 4,005 | 17% | 469 | 9% |
| Subtotal | 23,040 | 100% | 4,954 | 100% |
| Did not have location | 1,246 | | 22,676 | |
| Item Missing | 4,106 | | 761 | |
| Total | 28,391 | | 28,391 | |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Turnover & Tenure

New Location: 22%
 Over 2 years: 54%
 Over 2 yrs, 2nd location: 33%

Employment Type

Hourly Wage: 81%
 Salary: 16%

Source: Va. Healthcare Workforce Data Center

More than half of all LPNs have worked at their primary location for more than 2 years—the job tenure normally required to obtain a conventional mortgage loan.

| Employment Type | | |
|---|--------|------|
| Primary Work Site | # | % |
| Salary | 3,343 | 16% |
| Hourly Wage | 16,457 | 81% |
| Per Diem | 260 | 1% |
| Business/ Contractor Profits | 76 | 0% |
| Unpaid | 283 | 1% |
| Subtotal | 20,418 | 100% |
| Did not have location | 1,246 | |
| Item Missing | 6,727 | |

Source: Va. Healthcare Workforce Data Center

More than four out of five LPNs received an hourly wage at their primary work site, while another 16% earned a salary.

At a Glance:

Concentration

| | |
|----------------|-----|
| Top Region: | 25% |
| Top 3 Regions: | 63% |
| Lowest Region: | 2% |

Locations

| | |
|-------------------|-----|
| 2 or more (2012): | 20% |
| 2 or more (Now*): | 15% |

Source: Va. Healthcare Workforce Data Center

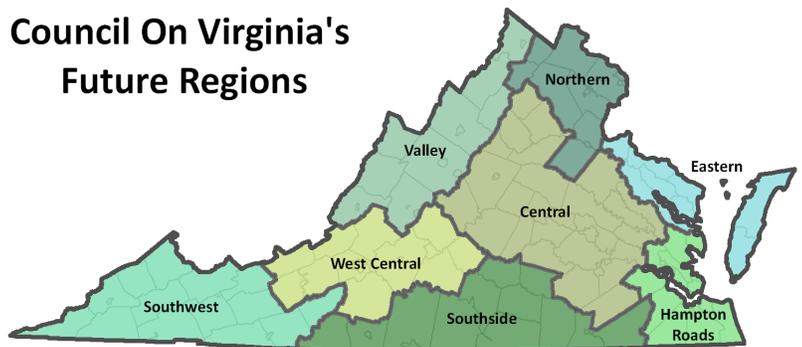
Nearly two-thirds of LPNs worked in Hampton Roads, Central Virginia or Northern Virginia. Meanwhile, only 16% of LPNs worked in the Valley, Southside Virginia or Eastern Virginia.

A Closer Look:

| Regional Distribution of Work Locations | | | | |
|---|------------------|-------------|--------------------|-------------|
| COVF Region | Primary Location | | Secondary Location | |
| | # | % | # | % |
| Central | 4,923 | 21% | 1,250 | 24% |
| Eastern | 507 | 2% | 100 | 2% |
| Hampton Roads | 5,807 | 25% | 1,316 | 25% |
| Northern | 3,735 | 16% | 932 | 18% |
| Southside | 1,636 | 7% | 301 | 6% |
| Southwest | 1,996 | 9% | 375 | 7% |
| Valley | 1,558 | 7% | 286 | 5% |
| West Central | 2,780 | 12% | 489 | 9% |
| Virginia Border State/DC | 39 | 0% | 70 | 1% |
| Other US State | 70 | 0% | 82 | 2% |
| Outside of the US | 0 | 0% | 27 | 1% |
| Total | 23,051 | 100% | 5,228 | 100% |
| Item Missing | 4,093 | | 487 | |

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



70% of all LPNs had just one work location in 2012. In addition, more than four out of five LPNs currently have just one work location.

| Locations | Number of Work Locations | | | |
|--------------|-----------------------------|-------------|---------------------|-------------|
| | Work Locations in Past Year | | Work Locations Now* | |
| | # | % | # | % |
| 0 | 2,630 | 10% | 334 | 2% |
| 1 | 17,920 | 70% | 17,618 | 83% |
| 2 | 828 | 3% | 1,752 | 8% |
| 3 or More | 4,304 | 17% | 1,484 | 7% |
| Total | 25,682 | 100% | 21,189 | 100% |

*At the time of survey completion (birth month of survey respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Sector | Location Sector | | | |
|---------------------------------|------------------|-------------|--------------------|-------------|
| | Primary Location | | Secondary Location | |
| | # | % | # | % |
| For-Profit | 12,598 | 56% | 2,614 | 55% |
| Non-Profit | 5,566 | 25% | 1,292 | 27% |
| State/Local Government | 3,318 | 15% | 688 | 14% |
| Veterans Administration | 424 | 2% | 46 | 1% |
| U.S. Military | 432 | 2% | 71 | 1% |
| Other Federal Government | 255 | 1% | 60 | 1% |
| Total | 22,593 | 100% | 4,771 | 100% |
| Did not have location | 1,246 | | 22,676 | |
| Item Missing | 4,552 | | 943 | |

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

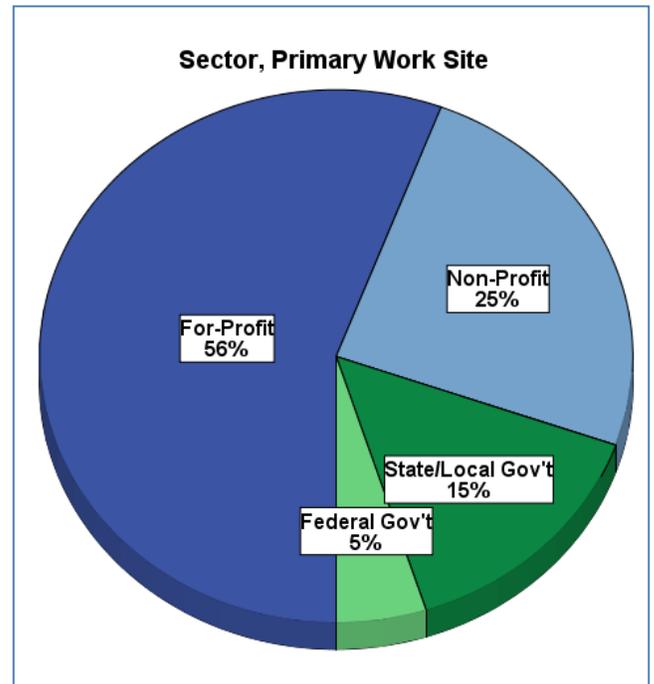
| | |
|-------------|-----|
| For Profit: | 56% |
| Federal: | 5% |

Top Establishments

| | |
|---|-----|
| Long-Term Care Facility/ Nursing Home: | 25% |
| Physician Office: | 20% |
| Home Health Care | 11% |

Source: Va. Healthcare Workforce Data Center

More than 80% of LPNs worked in the private sector at their primary work location, including 56% in for-profit establishments. 15% of LPNs worked for the state government, while 5% worked for the federal government.



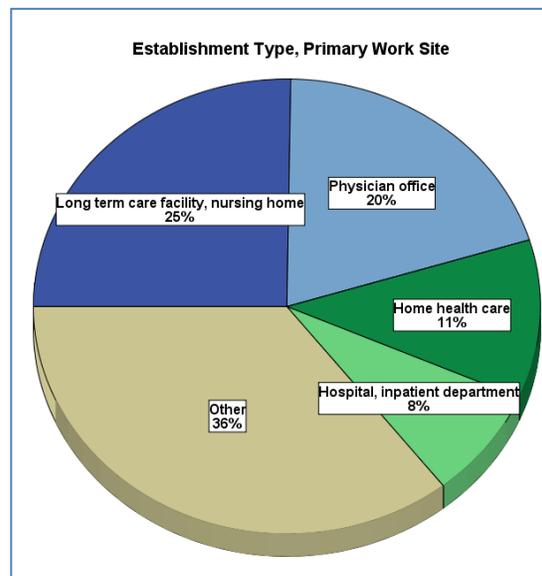
Source: Va. Healthcare Workforce Data Center

| Location Type | | | | |
|--|------------------|-------------|--------------------|-------------|
| Establishment Type | Primary Location | | Secondary Location | |
| | # | % | # | % |
| Long-Term Care Facility/Nursing Home | 5,566 | 25% | 1,241 | 27% |
| Physician Office | 4,419 | 20% | 387 | 8% |
| Home Health Care | 2,491 | 11% | 930 | 20% |
| Hospital, Inpatient | 1,734 | 8% | 229 | 5% |
| Rehabilitation Facility | 1,280 | 6% | 316 | 7% |
| Corrections/Jail | 830 | 4% | 165 | 4% |
| Community-Based Clinic/Health Center | 816 | 4% | 199 | 4% |
| Hospital, Outpatient | 756 | 3% | 125 | 3% |
| Mental Health Facility | 521 | 2% | 105 | 2% |
| Residential Facility/Group Home | 508 | 2% | 117 | 3% |
| School (Providing Care to Students) | 471 | 2% | 74 | 2% |
| Insurance Company, Health Plan | 226 | 1% | 9 | 0% |
| Hospice | 174 | 1% | 53 | 1% |
| Outpatient Surgical Center | 163 | 1% | 22 | 0% |
| Academic Institution (Teaching/Research) | 139 | 1% | 62 | 1% |
| Occupation Health Site | 133 | 1% | 29 | 1% |
| Public Health Agency | 111 | 1% | 47 | 1% |
| Day Care | 94 | 0% | 33 | 1% |
| Admin./Regulatory Agency | 83 | 0% | 15 | 0% |
| Other Practice Setting | 1,544 | 7% | 494 | 11% |
| Total | 22,059 | 100% | 4,652 | 100% |
| Does not have location | 1,246 | | 22,676 | |

One out of four LPNs work in a long-term care facility or nursing home at their primary work location. Physician offices and home health care are also common establishment types for LPNs at their primary work location.

Source: Va. Healthcare Workforce Data Center

Among those LPNs who also had a secondary work location, more than one-quarter work in long-term care facilities or nursing homes. Meanwhile, 20% work in home health care, and 8% work in a physician's office.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

| | |
|-----------------|----------|
| Patient Care: | 90%-100% |
| Administration: | 0% |
| Supervisory: | 0% |
| Education: | 0% |
| Research: | 0% |

Roles

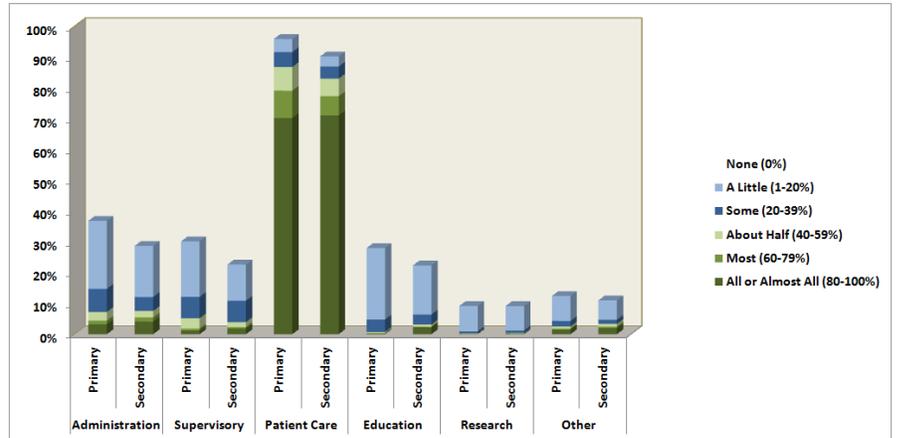
| | |
|-----------------|-----|
| Patient Care: | 79% |
| Administrative: | 4% |
| Supervisory: | 2% |
| Research: | 0% |
| Education: | 0% |

Admin. Time

| | |
|--------------------|-------|
| Median Admin Time: | 0% |
| Ave. Admin Time: | 1%-9% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

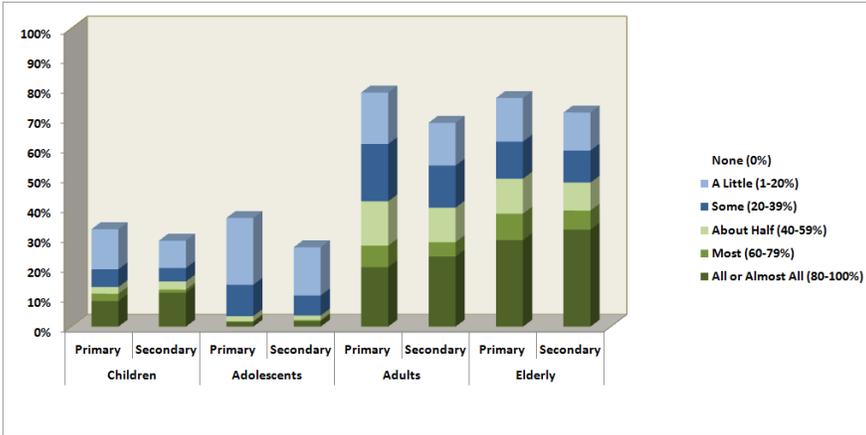


Source: Va. Healthcare Workforce Data Center

A typical LPN spends nearly all of her time on patient care activities. Nearly four out of five LPNs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

| Time Spent | Time Allocation | | | | | | | | | | | |
|------------------------------------|-----------------|-----------|-------------|-----------|--------------|-----------|------------|-----------|------------|-----------|------------|-----------|
| | Admin. | | Supervisory | | Patient Care | | Education | | Research | | Other | |
| | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site |
| All or Almost All (80-100%) | 3% | 4% | 1% | 2% | 70% | 71% | 0% | 2% | 0% | 0% | 1% | 2% |
| Most (60-79%) | 1% | 1% | 1% | 0% | 9% | 6% | 0% | 0% | 0% | 0% | 0% | 0% |
| About Half (40-59%) | 3% | 2% | 3% | 2% | 8% | 6% | 0% | 1% | 0% | 0% | 1% | 1% |
| Some (20-39%) | 7% | 5% | 7% | 7% | 5% | 4% | 4% | 3% | 1% | 1% | 2% | 1% |
| A Little (1-20%) | 22% | 17% | 18% | 12% | 4% | 3% | 23% | 16% | 8% | 8% | 8% | 6% |
| None (0%) | 63% | 71% | 70% | 77% | 4% | 10% | 72% | 78% | 91% | 91% | 88% | 89% |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Patient Allocation

| | |
|--------------|---------|
| Children: | 0% |
| Adolescents: | 0% |
| Adults: | 30%-40% |
| Elderly: | 30%-40% |

Roles

| | |
|--------------|-----|
| Children: | 11% |
| Adolescents: | 2% |
| Adults: | 27% |
| Elderly: | 38% |

Source: Va. Healthcare Workforce Data Center

The typical LPN's patient load is equally distributed among adults and the elderly, but few children or adolescents. 38% of LPNs have a primary work location where at least 60% of their patients were elderly.

| Patient Allocation | | | | | | | | |
|------------------------------------|------------|-----------|-------------|-----------|------------|-----------|------------|-----------|
| Time Spent | Children | | Adolescents | | Adults | | Elderly | |
| | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site |
| All or Almost All (80-100%) | 9% | 11% | 2% | 2% | 20% | 24% | 29% | 33% |
| Most (60-79%) | 2% | 1% | 0% | 0% | 7% | 5% | 9% | 6% |
| About Half (40-59%) | 2% | 3% | 2% | 2% | 15% | 12% | 12% | 9% |
| Some (20-39%) | 6% | 5% | 11% | 7% | 19% | 14% | 12% | 11% |
| A Little (1-20%) | 13% | 9% | 22% | 16% | 17% | 14% | 15% | 13% |
| None (0%) | 67% | 71% | 64% | 73% | 21% | 32% | 23% | 28% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Retirement Expectations | | | | |
|----------------------------------|---------------|-------------|--------------|-------------|
| Expected Retirement Age | All LPNs | | LPNs over 50 | |
| | # | % | # | % |
| Under age 50 | 440 | 2% | - | - |
| 50 to 54 | 234 | 1% | - | - |
| 55 to 59 | 1,086 | 5% | 206 | 3% |
| 60 to 64 | 3,971 | 19% | 1,411 | 18% |
| 65 to 69 | 8,699 | 41% | 3,463 | 45% |
| 70 to 74 | 2,936 | 14% | 1,162 | 15% |
| 75 and over | 1,227 | 6% | 474 | 6% |
| I do not intend to retire | 2,494 | 12% | 954 | 12% |
| Total | 21,087 | 100% | 7,670 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPNs

Under 65: 27%

Under 60: 8%

LPNs 50 and over

Under 65: 21%

Under 60: 3%

Time until Retirement

Within 2 years: 5%

Within 10 years: 17%

Half the workforce: by 2043

Source: Va. Healthcare Workforce Data Center

Nearly one out of five LPNs expect to retire between the ages of 60 and 64, while 60% expect to retire at some point in their 60s. Among LPNs who are over the age of 50, 21% expect to retire by age 65, while nearly two-thirds expect to retire at some point in their 60s. One-third of LPNs who are age 50 and over expect to work through at least age 70, including 12% who do not intend to retire at all.

Within the next two years, only 4% of Virginia’s LPNs plan on leaving either the profession or the state. Meanwhile, more than one-third of LPNs plan on pursuing additional education over the next two years, while 8% plan on increasing patient care hours.

Future Plans

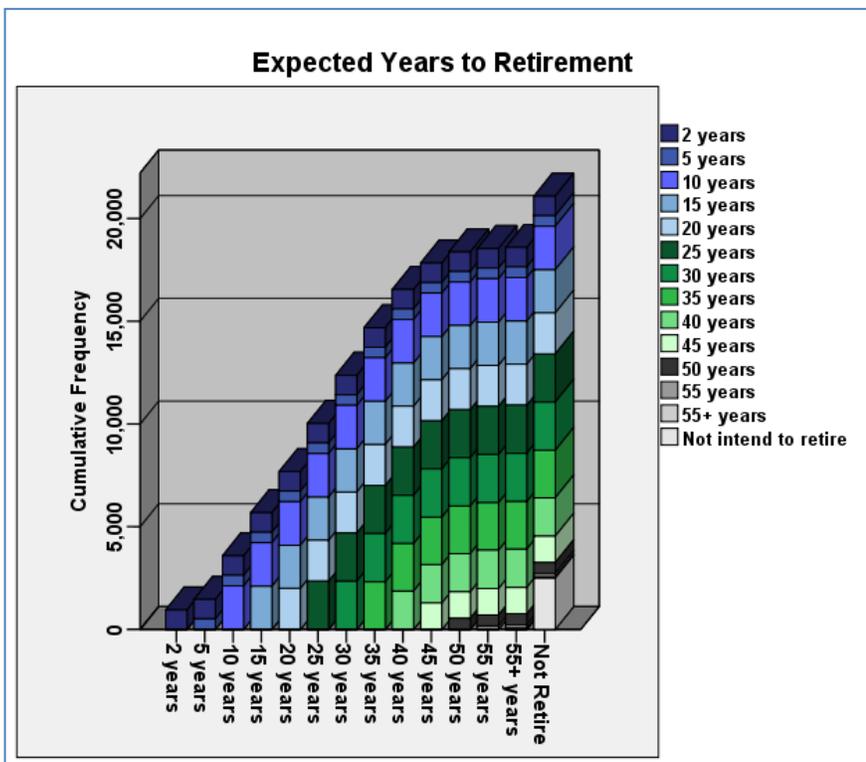
| 2 Year Plans: | # | % |
|---------------------------------------|-------|-----|
| Decrease Participation | | |
| Leave Profession | 448 | 2% |
| Leave Virginia | 624 | 2% |
| Decrease Patient Care Hours | 1,078 | 4% |
| Decrease Teaching Hours | 29 | 0% |
| Increase Participation | | |
| Increase Patient Care Hours | 2,303 | 8% |
| Increase Teaching Hours | 397 | 1% |
| Pursue Additional Education | 9,850 | 35% |
| Return to Virginia’s Workforce | 406 | 1% |

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPNs. Only 7% of LPNs expect to retire in the next five years, while 17% expect to retire in the next 10 years. More than half of the current LPN workforce expects to retire by 2043.

| Time to Retirement | | | |
|-----------------------------|---------------|-------------|--------------|
| Expect to retire within . . | # | % | Cumulative % |
| 2 years | 951 | 5% | 5% |
| 5 years | 513 | 2% | 7% |
| 10 years | 2,120 | 10% | 17% |
| 15 years | 2,102 | 10% | 27% |
| 20 years | 1,995 | 9% | 36% |
| 25 years | 2,343 | 11% | 48% |
| 30 years | 2,348 | 11% | 59% |
| 35 years | 2,314 | 11% | 70% |
| 40 years | 1,864 | 9% | 78% |
| 45 years | 1,285 | 6% | 85% |
| 50 years | 542 | 3% | 87% |
| 55 years | 163 | 1% | 88% |
| In more than 55 years | 56 | 0% | 88% |
| Do not intend to retire | 2,494 | 12% | 100% |
| Total | 21,088 | 100% | |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2023. Retirements will peak at 11% of the current workforce around 2038-2048 before declining to under 10% of the current workforce again around 2053. In total, nearly half of all current LPNs plan on retiring between 2033 and 2053.

At a Glance:

FTEs

Total: 26,573

Average: 0.98

Age & Gender Effect

Age, Partial Eta²: .006

Gender, Partial Eta²: .000

Partial Eta² Explained:
Partial Eta² is a statistical measure of effect size.

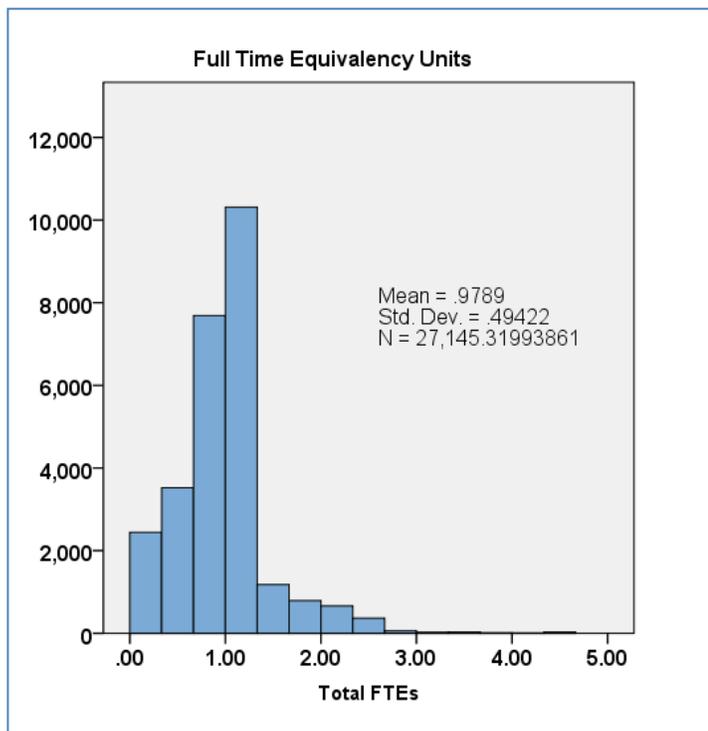
.01=Small Effect

.06=Medium Effect

.138=Large Effect

Source: Va. Healthcare Workforce Data Center

A Closer Look:

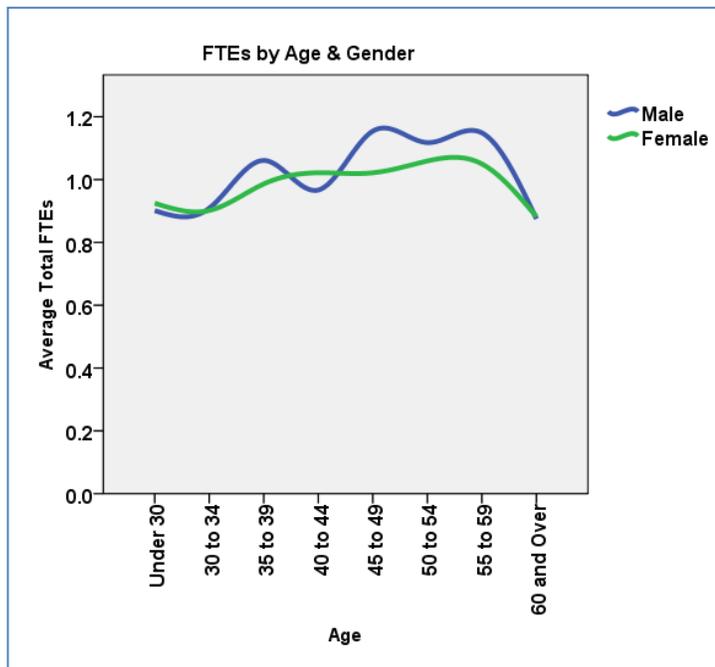


Source: Va. Healthcare Workforce Data Center

The typical (median) LPN provided 0.99 FTEs during the year, or approximately 38 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.²

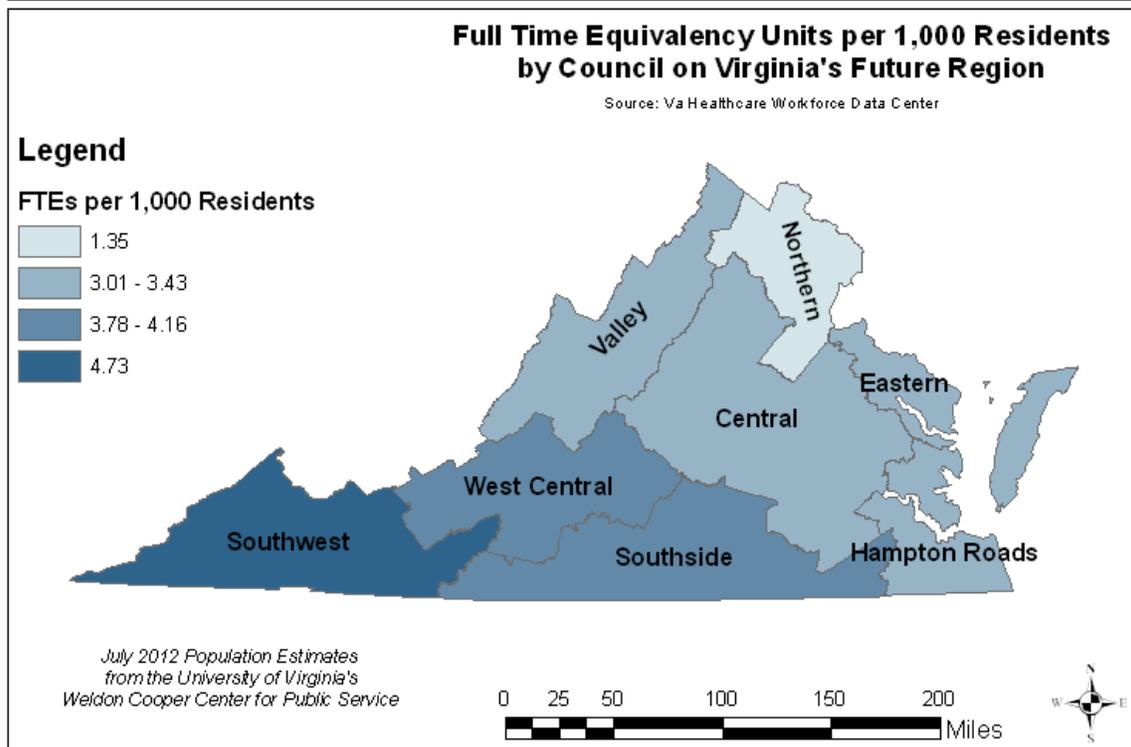
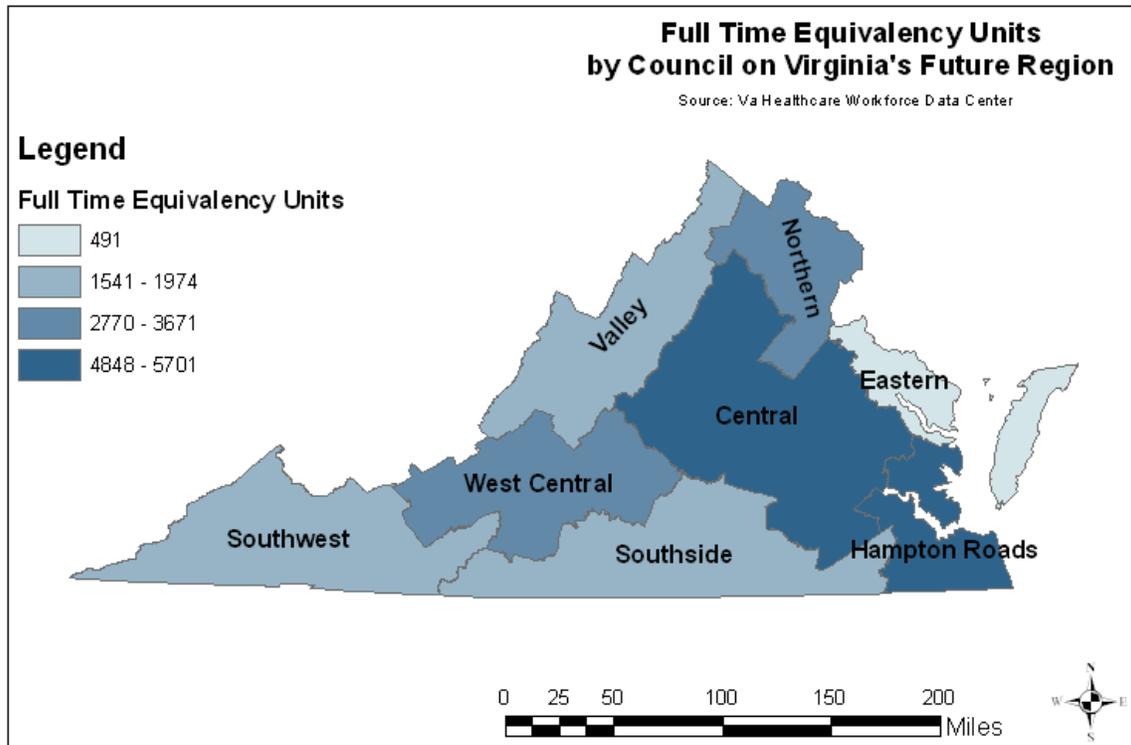
| Full-Time Equivalency Units | | |
|-----------------------------|---------|--------|
| Age | Average | Median |
| Age | | |
| Under 30 | 0.92 | 0.91 |
| 30 to 34 | 0.90 | 0.91 |
| 35 to 39 | 0.99 | 0.95 |
| 40 to 44 | 1.02 | 1.01 |
| 45 to 49 | 1.03 | 0.99 |
| 50 to 54 | 1.06 | 1.06 |
| 55 to 59 | 1.06 | 1.08 |
| 60 and Over | 0.88 | 0.84 |
| Gender | | |
| Male | 1.02 | 1.01 |
| Female | 0.98 | 0.99 |

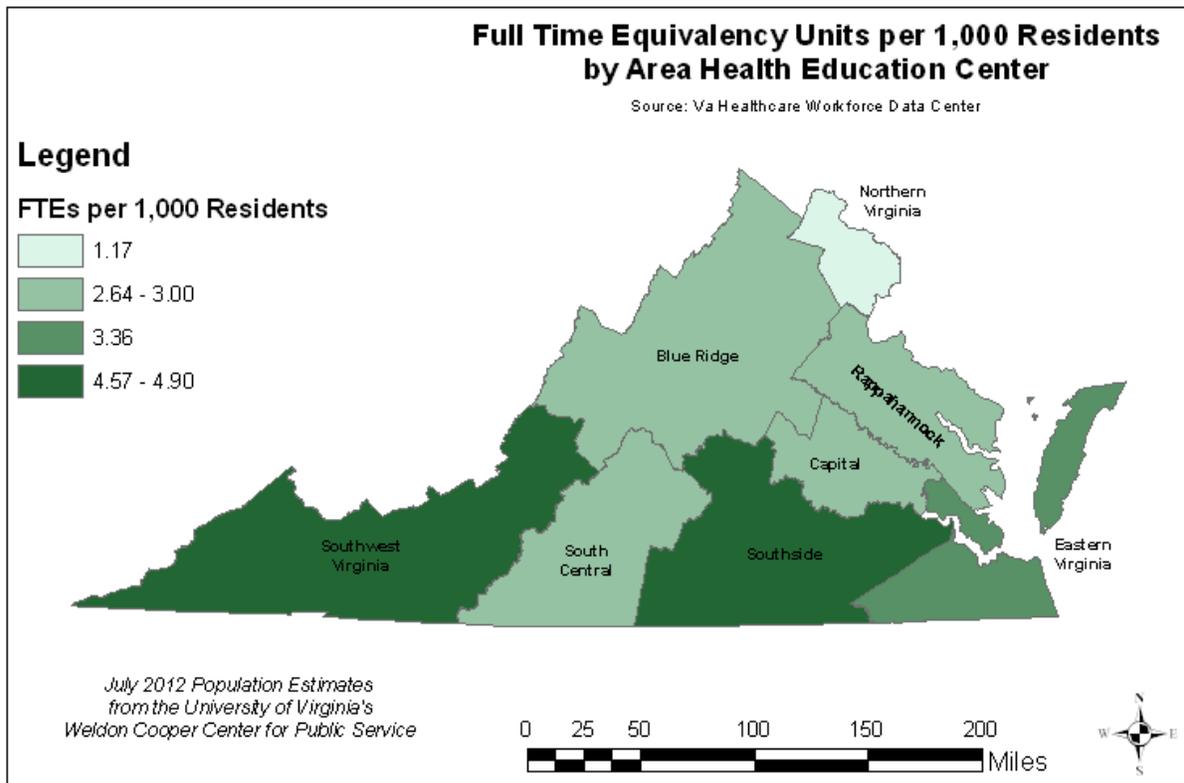
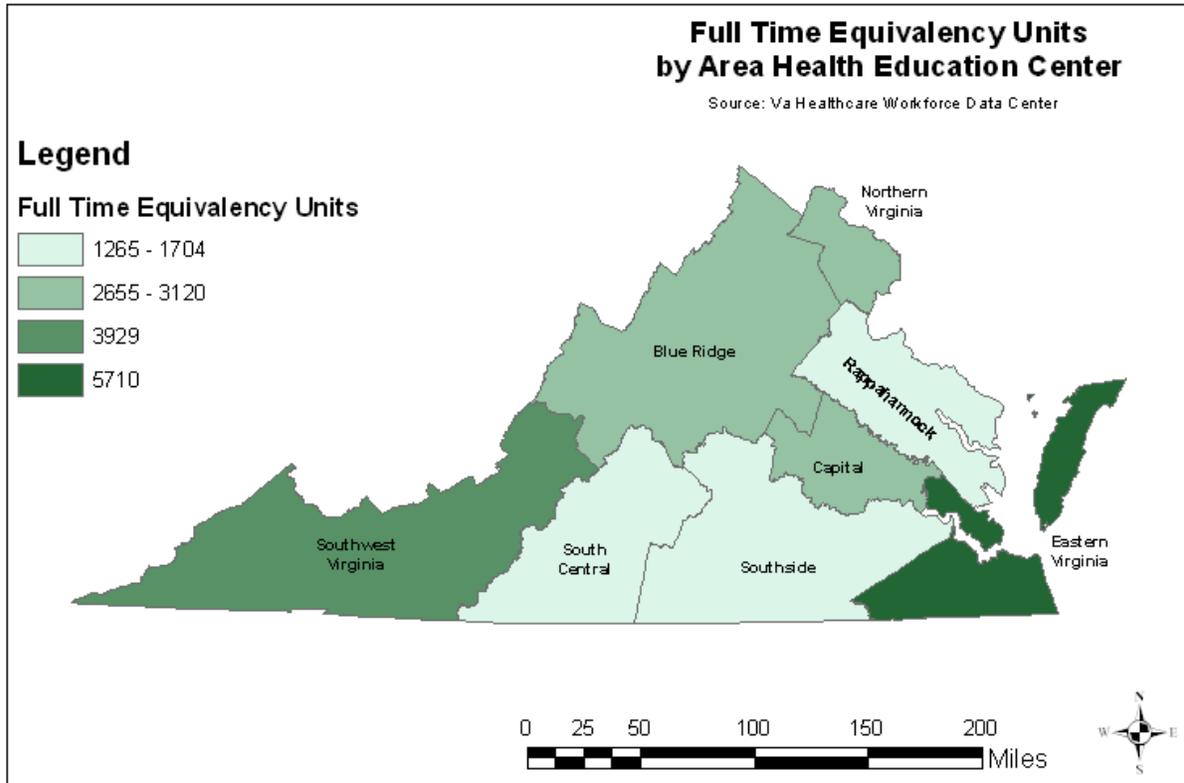
Source: Va. Healthcare Workforce Data Center

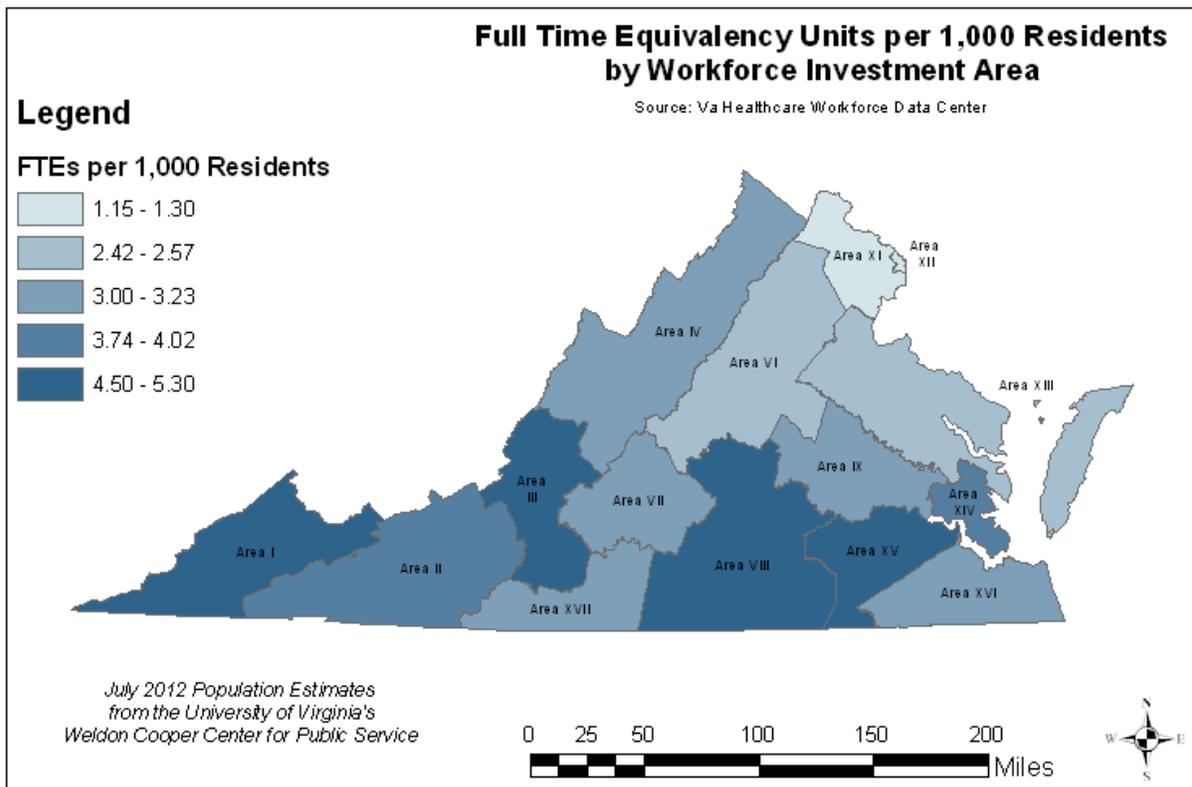
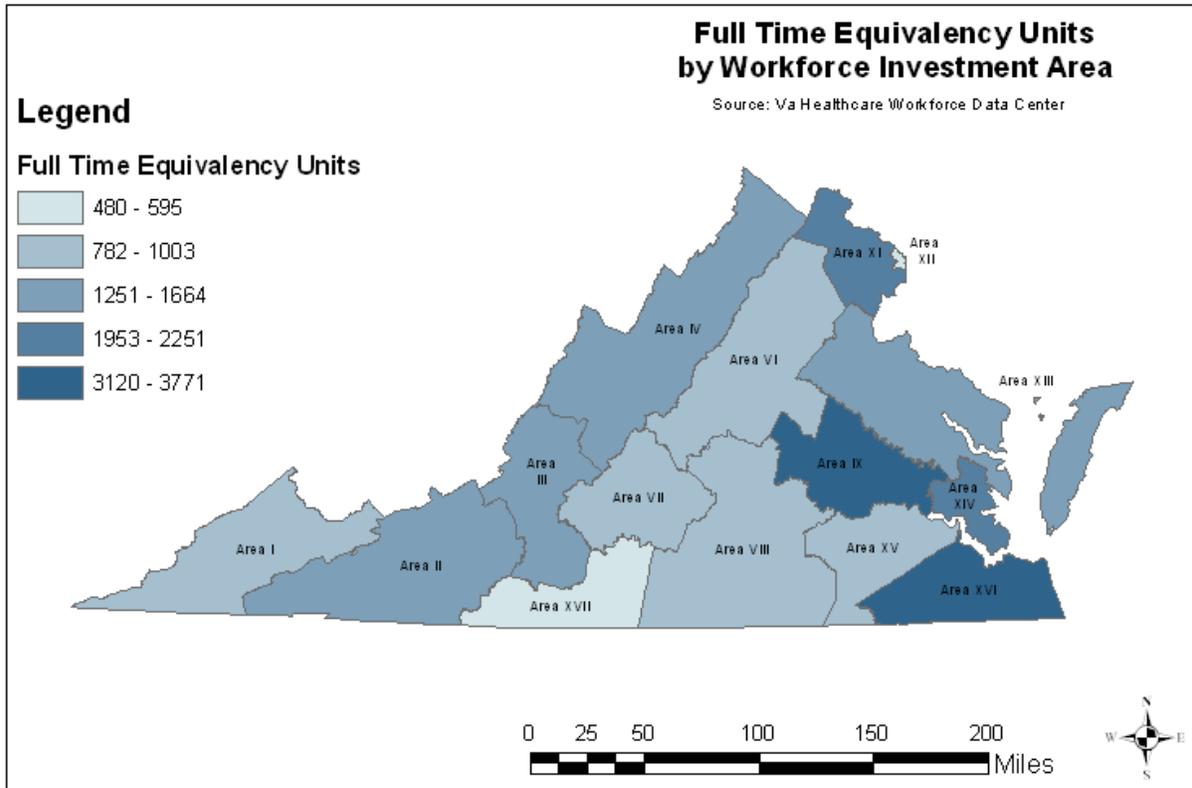


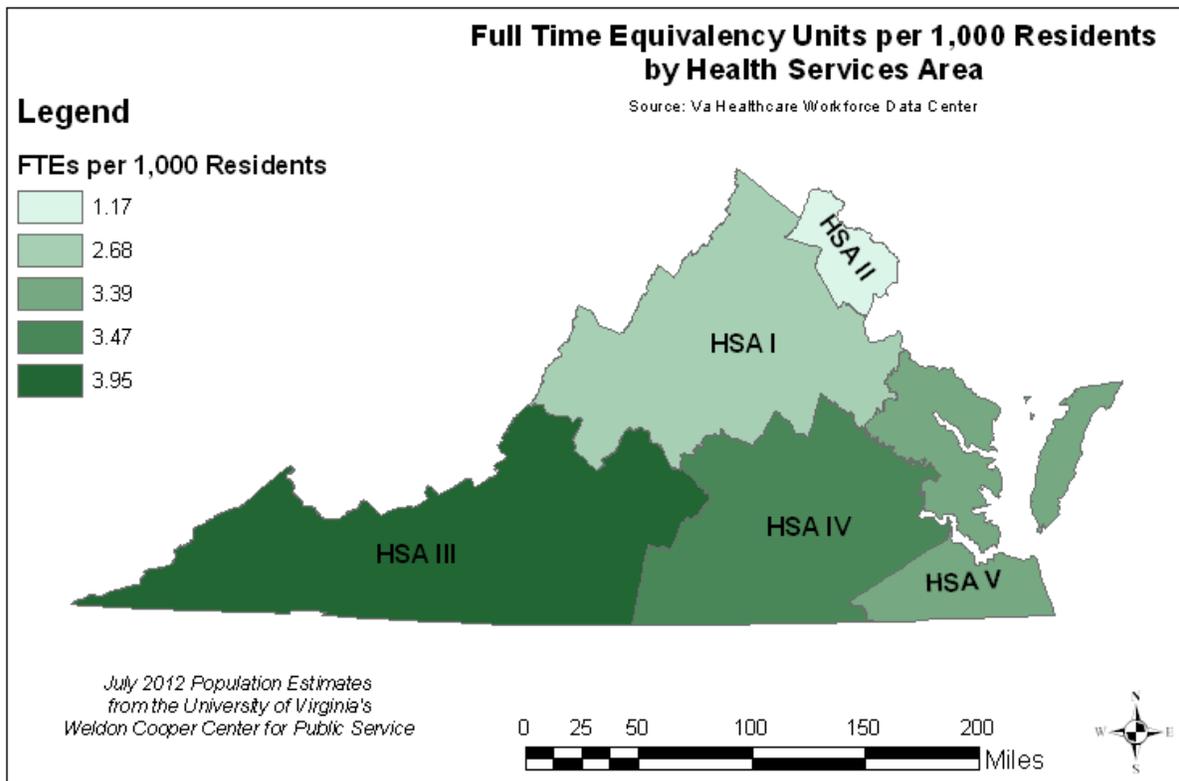
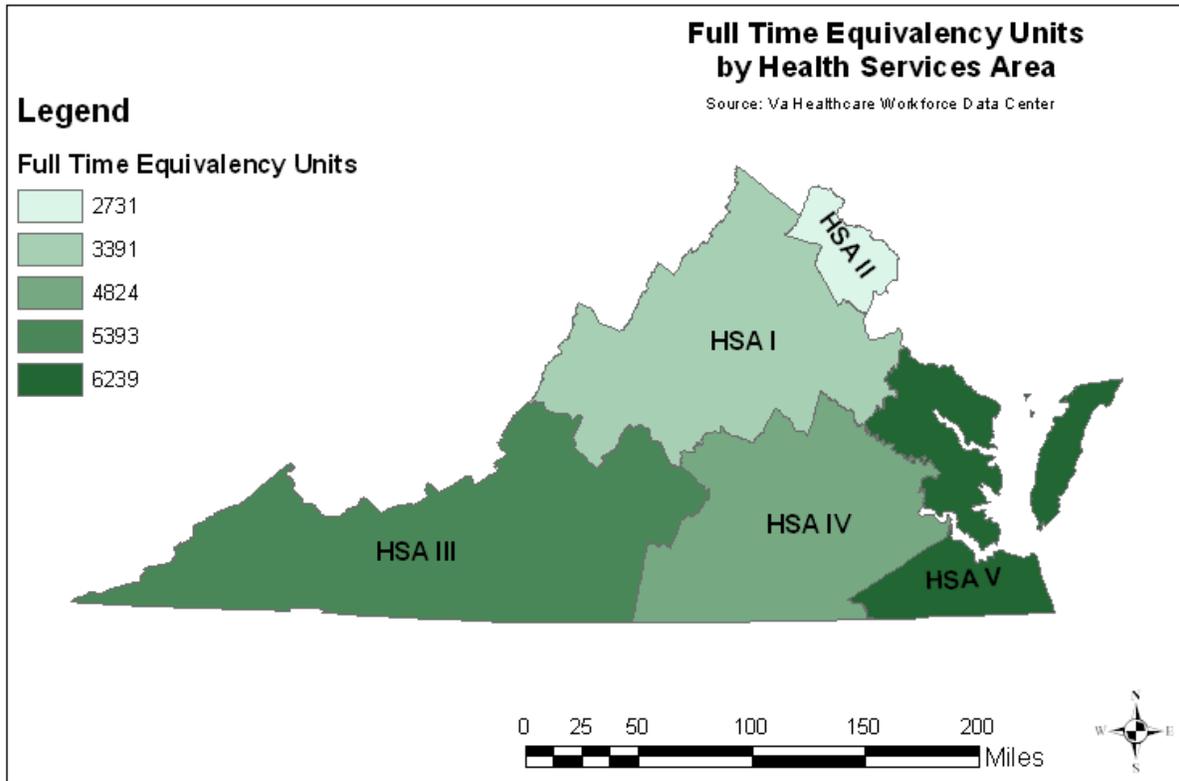
Source: Va. Healthcare Workforce Data Center

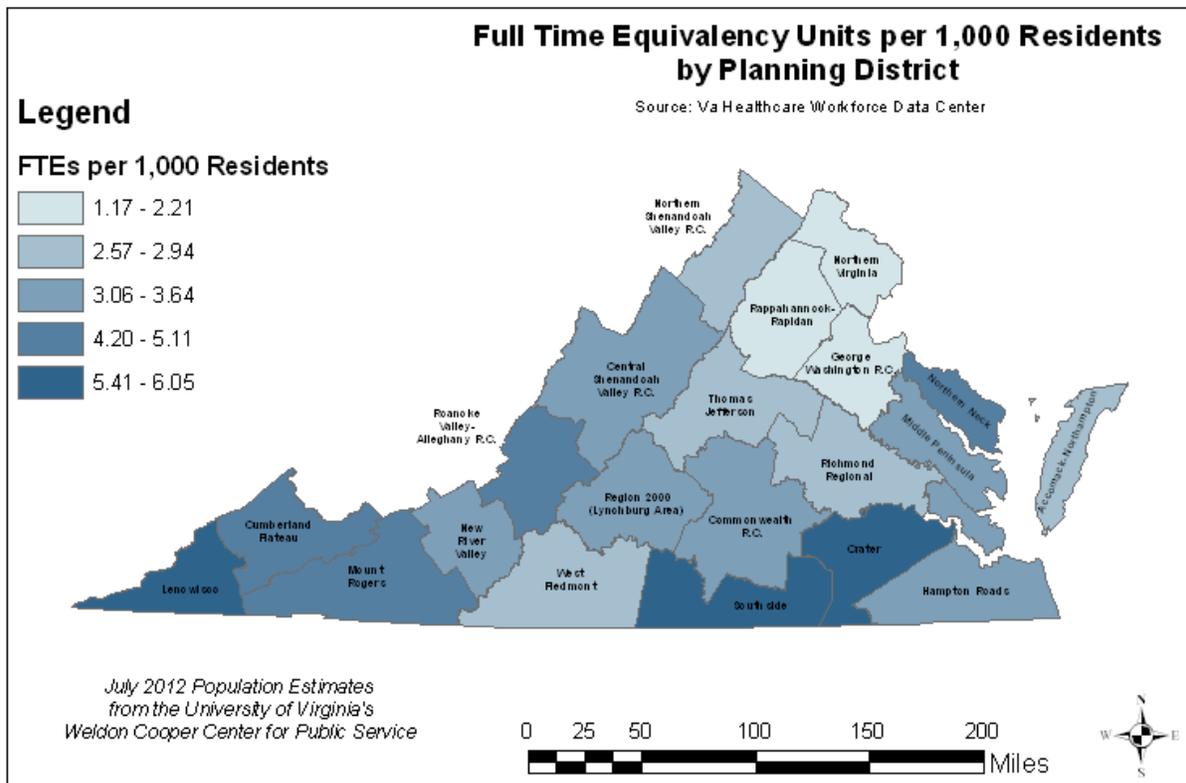
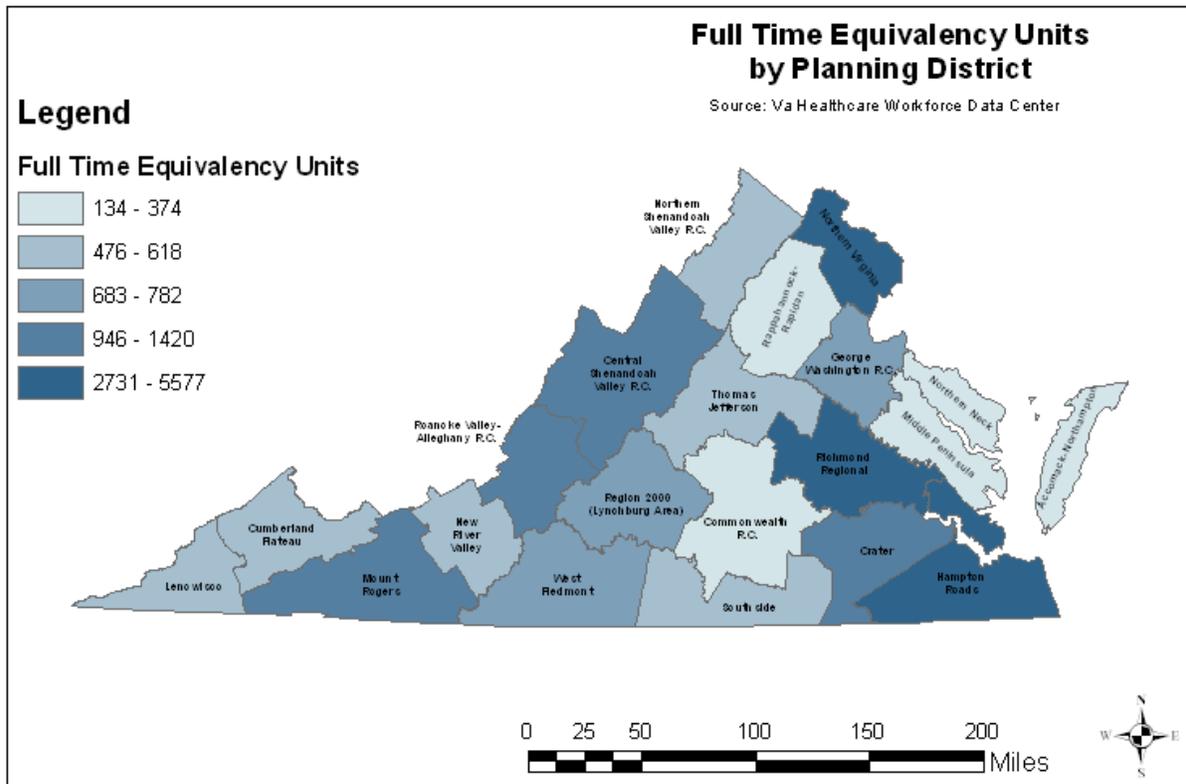
¹ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)











Appendix A: Weights

| Rural Status | Location Weight | | | Total Weight | |
|------------------------------------|-----------------|--------|----------|--------------|----------|
| | # | Rate | Weight | Min | Max |
| Metro, 1 million+ | 16,904 | 31.94% | 3.13095 | 2.614596 | 3.613776 |
| Metro, 250,000 to 1 million | 2,931 | 34.87% | 2.867906 | 2.394933 | 3.310168 |
| Metro, 250,000 or less | 2,726 | 35.18% | 2.842544 | 2.373754 | 3.280895 |
| Urban pop 20,000+, Metro adj | 867 | 35.52% | 2.814935 | 2.350698 | 3.249028 |
| Urban pop 20,000+, nonadj | 0 | NA | NA | NA | NA |
| Urban pop, 2,500-19,999, Metro adj | 2,250 | 33.24% | 3.008021 | 2.511941 | 3.47189 |
| Urban pop, 2,500-19,999, nonadj | 1,845 | 34.42% | 2.905512 | 2.426337 | 3.353573 |
| Rural, Metro adj | 1,232 | 34.98% | 2.858469 | 2.387052 | 3.299275 |
| Rural, nonadj | 643 | 35.30% | 2.832599 | 2.365449 | 3.269416 |
| Virginia border state/DC | 604 | 27.81% | 3.595238 | 3.002314 | 4.149662 |
| Other US State | 750 | 24.93% | 4.010695 | 3.349254 | 4.629187 |

| Age | Age Weight | | | Total Weight | |
|-------------|------------|--------|----------|--------------|----------|
| | # | Rate | Weight | Min | Max |
| Under 30 | 4,076 | 28.41% | 3.519862 | 3.249028 | 4.629187 |
| 30 to 34 | 3,420 | 37.81% | 2.645012 | 2.441493 | 3.478618 |
| 35 to 39 | 3,475 | 31.17% | 3.20868 | 2.96179 | 4.219932 |
| 40 to 44 | 3,685 | 39.27% | 2.546648 | 2.350698 | 3.349254 |
| 45 to 49 | 3,547 | 30.50% | 3.278189 | 3.02595 | 4.311348 |
| 50 to 54 | 3,570 | 38.01% | 2.630803 | 2.428378 | 3.459931 |
| 55 to 59 | 3,569 | 31.16% | 3.209532 | 2.962577 | 4.221054 |
| 60 and Over | 5,410 | 28.69% | 3.485825 | 3.21761 | 4.584423 |

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:
 $ageweight \times ruralweight \times responserate = final\ weight.$

Overall Response Rate: 0.327914

